

MONTGOMERY COUNTY COMMISSION FOR WOMEN

401 North Washington Street, Suite 100
Rockville, Maryland 20850

MEETING MINUTES

January 25, 2006

7:15 p.m.

ATTENDING

Gloria A. Aparicio
Patricia E. Cornish
Holly Fechner (by telephone)
Deborah L. Horan
Shirley L. Johnson
Anne S. Kasper
Elizabeth Keyes
Fauzia R. Najm
Martha Nguyen
Regina L. Oldak
Tedi S. Osias
Shelia Parker
Gary P. Smith
Yun Jung Yang

STAFF

Paula S. Rodgers
Judith Vaughan-Prather

ABSENT

Resa Levy

I. CALL TO ORDER/APPROVAL OF AGENDA AND MINUTES.....Horan

President Horan called the meeting to order at 7:02 p.m. Upon the motion made by Commissioner Osias, duly seconded by Commissioner Johnson and unanimously passed, the agenda was approved as submitted.

Commissioner Oldak noted two corrections on page 4 (Item VI.A) of the November 16, 2005 Minutes. In paragraph 2, the “Combating Human Trafficking” and “Paid Family and Medical Leave/Work-Life” bills are not federal bills. Under Item VI.A (1), Ms. Oldak corrected Dr. Susan F. Wood’s name. On page 1 of the Minutes, Commissioner Osias said that the word “out” in paragraph 2 should be removed. Upon the motion made by Commissioner Johnson, duly seconded by Commissioner Keyes and unanimously passed, the Minutes were approved with the corrections.

II. EXECUTIVE COMMITTEE REPORT.....Horan

A. Maryland Governor's Pay Equity Commission

The Governor's Pay Equity Commission met on January 18, 2006. There is hope that a report of its deliberations will be available soon. Tracy Brown, who was among those recommended by the MCCFW, was appointed to the Pay Equity Commission and she will keep the CFW abreast of deliberations.

B. President's Advisory Council

The Presidents' Advisory Council met on November 30, 2005 at Tony Lin's Kitchen in Rockville. Twenty-six representatives were in attendance including Senator Jennie Forehand and County Councilmember Nancy Floreen. Commissioner Kasper was guest speaker and she talked about the importance of healthcare reform. Some new people attended the event and several indicated that they came because of the topic that Ms. Kasper was presenting.

C. Meeting with County Executive Staff

On December 12, 2005, President Horan, accompanied by Commissioners Oldak, Cornish, and Najm and Executive Director Vaughan-Prather met with Chief Administrative Officer Bruce Romer, Director of Office of Management and Budget, Beverly Swaim Staley, and Special Assistant to the County Executive, Deborah Goodwin, to discuss CFW activities. Ms. Cornish reminded the county officials that the CFW is under funded for the amount of work that it undertakes, and this point seemed to be well taken.

D. Pregnancy Bias in the Workplace

A recent article in the *Washington Post* addressed the issue of women's increased resistance to this form of workplace discrimination. The article "More Women Fight Back Against Anti-Pregnancy Bias at Work" was published on December 31, 2005 and copies were distributed in the commissioners' meeting packets.

III. UNFINISHED BUSINESS

A. Human Rights Hall of Fame

There has been no word yet on CFW's nomination of Emily Edmonson to the Montgomery County Office of Human Rights Hall of Fame.

B. Bureau of Labor Statistics

CFW, along with many other organizations and individuals, wrote letters to protest the Department of Labor's decision to discontinue the collection of data on women workers. Commissioner Fechner said that the Department of Labor has now announced that it has reversed its position and will continue, indefinitely, to collect the data. This was in large part due to the efforts of Senator Kennedy and Senator Tom Harkin, who along with other U.S. representatives, including Congressman Chris Van Hollen, all voted to preserve an amendment in the appropriations bill that required the Bureau of Labor Statistics to resume its program of providing monthly data on women's employment.

C. Holiday Giving Project

Commissioner Aparicio said that due to the commissioners' generosity, over \$500 was collected and donated to a needy family for the holidays. The family was very grateful and a letter of acknowledgment was sent from the County's Volunteer Office. A heartfelt thank you was expressed to the commissioners and to Ms. Aparicio for coordinating the CFW Community Service Day project!

IV. NEW BUSINESS

- A. The Maryland Coalition Against Sexual Assault and the Maryland Network Against Domestic Violence are calling for vendors and exhibitors for the 2006 statewide conference on domestic violence and sexual assault. The conference takes place November 3, 2006 at the Marriott BWI Airport Hotel. The MCCFW has typically sponsored this annual conference at the \$100 partnership level. Commissioner Oldak moved that CFW co-sponsor the 2006 conference; the motion was seconded by Commissioner Johnson and was passed unanimously.
- B. Dr. Charlene Nunley is retiring as President of Montgomery College. President Horan suggested that CFW consider some way of honoring her.

V. STAFF REPORTVaughan-Prather

A. Displaced Homemaker Program

In 2003, a contract to run the Displaced Homemaker (DH) program was not renewed by the state and CFW was forced to end the DH program run by its Counseling and Career Center. As a result, two long-time employees' positions were unfortunately abolished. Two Displaced Homemaker programs are now funded in Prince George's County which are to serve as regional centers for southern Maryland. Nancy Kopp, Maryland State Treasurer, informed the State Board of Public Works that she expected that records would be kept of how displaced homemaker needs were being addressed by the regional centers.

In December 2005, Treasurer Kopp wrote to the state's Human Resources Secretary Christopher McCabe to inquire specifically about how Montgomery County women's needs are being met by the outside regional centers and she also questioned the low job placement statistics.

B. Donation to Computer Camp Scholarship Fund

Former CFW president Carren Oler (1985-86) recently donated \$250 to the Commission's Summer Computer Camp Scholarship Fund. A letter of appreciation was sent to Ms. Oler for her generous gift.

C. Annual Report

The FY 05 Annual Report is completed and is ready to be printed.

D. FY 07 Budget

The Commission's FY07 budget was submitted in November. Departments were not permitted to request any funds above their Maximum Agency Request Ceiling (MARC) this year. Executive Director Vaughan-Prather has requested a meeting with the county's budget director.

E. Staffing

The department has hired a new employee to fill the part-time position that was funded in FY 05, but deferred for a year due to budget cut-backs. The Counseling Center is delighted to bring on board Louise Hanson, who was a volunteer with the CFW/CCC for three years. Ms. Hanson begins in the new job on February 6, 2006 and will be handling front desk financial transactions.

VI. COMMITTEE REPORTS

A. Policy and Legislation (PAL).....Kasper

1. Policy and Legislation Committee

- The PAL committee has been hard at work--all of the supported veto overrides have passed.
- The committee met with Senator Sharon Grosfeld to discuss the CFW's legislative agenda and received a lot of good advice. Senator Grosfeld introduced two bills: SB 86 (Protective Orders – Burden of Persuasion) and SB 87 (Protective Orders – Duration of Order).

- Senator Grosfeld will reintroduce the Emergency Contraceptive bill (with no exception for teens). Senator Forehand is introducing the trafficking bill.
- The paid Family Leave Act bill will most likely not be introduced now.
- Regarding breast cancer funding, CFW wrote to Governor Ehrlich urging him to include funding in his budget for breast reconstruction services for women in the Maryland Breast and Cervical Cancer Diagnosis and Treatment Program (MD BCCDTP). The PAL committee will see if supplemental funding is an avenue they could also pursue and they are trying to obtain data on the number of women who would be affected.

2. Maryland Legislative Agenda for Women (MLAW)

- President Horan, accompanied by Commissioners Johnson, Kasper, and Oldak and Executive Director Vaughan-Prather attended the MLAW briefing held January 18 in Annapolis. MLAW announced its six initiatives including health care reform which was presented by Commissioner Kasper. The other initiatives discussed:
 - Human Trafficking Involuntary Servitude
 - Protective Orders—Duration of Final Order
 - First Degree Child Abuse as a Crime of Violence
 - Sexual Abuse of a Child Under Ten
 - Transfer of Title of Marital Property

President Horan and Commissioners Oldak and Kasper also attended the Caucus of Maryland Women Legislators on January 20 and this was also a well attended and very impressive event.

3. Women's Legislative BriefingOldak

To date, there are 82 co-sponsoring organizations and an additional \$4,400 in private donations was raised. Commissioner Oldak was interviewed for "Montgomery Week in Review" to discuss the Briefing. She said that to date, over 450 people have pre-registered for the briefing and it promised to be a very informative event. President Horan thanked Ms. Oldak for chairing this year's planning committee.

B. Status of Women in Montgomery County (SWIM)Cornish

The SWIM committee met on January 12 and finalized the mission of the report which is:

- To examine the status of women in Montgomery County across a broad range of indicators
- To compare women's status today with assessment from the 1997 Status of Women in Montgomery County report

- To identify areas of progress as well as barriers, gaps and challenges to full equity for women of Montgomery County
- To develop policy priorities for the women of Montgomery County
- To describe women's experiences.

The committee also established a timeline for the research, the content, the format and the first chapter. The section on Education is almost completed; staff is working on the immigrant women section.

C. Immigrant Women in Montgomery County (IWin)Yang

1. Know Your Rights Brochures – All four language translations of both brochures have been completed and are in the review stage. The committee is planning for the March 8 press conference to launch the brochures.

2. The Know Your Rights brochures have reached the west coast! Executive Director Vaughan-Prather received a phone call from Janet Anderson, an Advocacy Education Director for the Washington Coalition of Sexual Assault Programs (WCSAP). The Coalition is producing a document that will be distributed across the country, describing current research, etc. on the issue, and wants to quote CFW's "Sexual Harassment in the Workplace: It's Against the Law" brochure. Ms. Anderson learned about the brochure on the CFW website. She wants to use the sections on "Actions Victims Can Take" and "Actions Employers Should Take" and has requested permission to use a quote from the new "*Sexual Harassment in the Workplace.*" President Horan commented that WCSAP is one of the most highly respected programs in the country.

Executive Director Vaughan-Prather will contact Ms. Anderson to follow up with her on the formal request she was going to make in order to quote from CFW's materials.

3. Diversity Day Program – IWin's Diversity Day program ("Undocumented, Exploited and Invisible") that took place on October 28, 2005, was aired in late December on the county's Celebrate Diversity program on cable Channel 6.

4. Fundraiser - The second annual *Chocolate, Checks and Champagne* fundraiser will be held April 30, 2006 at Commissioner Najm's home, from 2-4 pm.

5. Domestic Workers Study – Council President George Leventhal is leading the effort to conduct the study on domestic workers. George Washington University has agreed to conduct the study and the project will be led by Royce Hanson, a researcher with the George Washington Institute of Public Policy, along with a group of students who will perform the work. There is a meeting with the Council's Health and Human Services Committee on January 31 to hear about the proposal and the scope of the work. President Horan and Executive Director Vaughan-Prather will attend that meeting.

6. Domestic Workers Brochure – Commissioner Keyes developed the first draft of text for the brochure for the IWin committee’s review. She said that the brochure is modeled after one produced by the National Employment Law Project and the Asian American Legal Defense and Education Fund. The goal is to publish our brochure in English, Spanish, French and Philippino.

Commissioner Najm noted that the World Bank provides extensive information and quarterly reminders to its staff regarding the legal aspects of employing domestic workers.

VII. LIAISON REPORTS

A. Women’s Fair

Staff registered the MCCFW as an exhibitor for the April 1, 2006 Women’s Fair and arranged for a quarter page advertisement in the program booklet.

VIII. ANNOUNCEMENTS

- A. President Horan read a letter received from Chief Administrative Officer Bruce Romer regarding CFW’s suggestion that the name of the new Minority Business Affairs program and the program coordinator position title reflect that this is a program aimed at women as well as minorities. Mr. Romer replied that the Commission’s suggestion will be taken. Ms. Vaughan-Prather will let Mr. Romer know that his letter was read at the CFW meeting, and that the CFW was very pleased with his response.
- B. MCCFW received an invitation to attend the Governor’s Commissions’ Annual Legislative Briefing and Reception to be held February 15, 2006 in Annapolis.
- C. The D.C. Rape Crisis Center is holding its annual Teen Dating Violence Conference on March 24.
- D. The Harford County Commission for Women is holding a Women’s History Luncheon on March 5, 2006 in Edgewood, Maryland.
- E. The Montgomery County Housing Opportunities Commission and the Maryland Affordable Housing Coalition, along with other state housing advocates, are sponsoring “Housing Day in Annapolis” on February 8, from 9 to 11 a.m. to heighten legislators’ awareness of affordable housing issues across the state.

- F. Alpha Kappa Alpha Sorority, Inc. (Commissioner Johnson's endorsing organization) nominated Dr. Marilyn Gaston to the Maryland Woman's Hall of Fame and she has been selected for induction!. Dr. Gaston was the Associate Administrator for the Bureau of Primary Health Care and the former Assistant Surgeon General of the United States. The Hall of Fame ceremony will take place on March 9, 2006.

VIII. ADJOURNMENT

There being no further business to come before the Commission for Women, the meeting was adjourned at 8:48 p.m.

**Minutes Submitted By
Paula S. Rodgers
Montgomery County Commission for Women**

CFW Action and Follow-Up Items

- ☐ 1. Executive Director Vaughan-Prather will contact Janet Anderson of the Washington Coalition of Sexual Assault Programs to follow up with her on the formal request to quote from CFW's Right to Know materials.
- ☐ 2. Ms. Vaughan-Prather will let Mr. Romer know that his letter in response to CFW's suggestion about the Minority Affairs Business was read at the CFW meeting, and that the CFW was very pleased with his response.